Manitoba

Annual Statistics 1999 - 2000

Status of Women

Includes 10% post-consumer waste

Minister Responsible for the Status of Women

Legislative Building
Winnipeg, Manitoba, CANADA
R3C 0V8

The Honourable Peter M. Liba, C.M.
Lieutenant-Governor of Manitoba
Room 235 Legislative Building
Winnipeg MB R3C 0V8

May It Please Your Honour:

I have the privilege of presenting for the information of Your Honour the Annual Report of the Manitoba Women's Directorate for the fiscal year ending March 31, 2000.

Respectfully submitted,

Diane McGifford

Diane McGifford
Minister responsible for the Status of Women

101-00989/

Manitoba

Women's Directorate

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Honourable Diane McGifford
Minister responsible for the Status of Women
Room 118 Legislative Building
Winnipeg MB R3C 0V8

Dear Madam:

I have the privilege of presenting for your approval the Annual Report of the Manitoba Women's Directorate for the fiscal year ending March 31, 2000.

In order to accurately reflect the Estimates Supplement of the Manitoba Department of Status of Women, the financial statement of the Manitoba Women's Advisory Council has been included in this document. The Advisory Council, an arm's length organization, submits a separate annual report as required by legislation.

In keeping with its vision of building a society committed to the true achievement of equality for women and men, the Women's Directorate announced several new initiatives in 1999/2000, and developed and planned for others.

Helping to create opportunities for economic independence and reducing the level of poverty among women, has been a priority of the Directorate.. A major public initiative was the launch of the pilot **Trade Up To Your Future**, a program designed to address women's under representation in the trades. The Directorate worked with the Apprenticeship Branch and the Employment & Training Services Branch of Education & Training, the Alliance of Manufacturers and Exporters Canada, and Tec Voc High School to design this pre-trades training program. The program fosters an interest, among women, in non-traditional careers and creates a supportive environment both in the classroom and in industry. The first class, begun in September of 1999, has already graduated 14 women who are now employed in well-paid career-oriented occupations. A second pilot is planned for September.

The Directorate again provided 50 **Training for Tomorrow Scholarships** to women entering two-year diploma programs in math, science, and technology-related fields at Manitoba community colleges. This brings the total of women receiving $1,000 scholarships to 291, over the five years of the program.

As one mean's of addressing the issue of women's poverty in retirement, the Directorate has been working for several years with Finance and Canada Pension Plan officials on the development of an automatic mechanism to effect CPP credit splits, between spouses, on marriage breakdown. This work has resulted in an agreement among Finance Ministers across Canada to pilot the proposed changes to CPP in two provinces. Manitoba's Finance Minister has supported Manitoba's participation as one of the pilot locations and has asked the Women's Directorate to co-ordinate the project.

To foster financial literacy among young women, and highlight the importance of developing good financial habits as a key component of economic security, the Directorate introduced **Invest in Yourself**. The program will piggyback on the new Consumer Math curriculum pilot project taking place in the Spring of 2000 and involve 40 Senior Three teachers and 1200 students from across the province.

Following research into gender-inclusive analysis, the Directorate has developed and delivered training sessions for government policy and program developers titled **Gender-inclusive Analysis: Assessing and Predicting Differential Impact**. The workshops provide insight into the differing realities of women's and men's lives and show how these differences can impact the effectiveness of government policies and programs for women and men. The training also identifies ways to incorporate gender considerations into the development process, thereby making possible the identification of differential impact along with design modifications that ensure that programs and services serve women and men more equitably.

As part of the Directorate's ongoing commitment to eliminate violence against women, the Directorate participated in the Federal/Provincial/Territorial working group on Violence against Women. The Directorate has, in partnership with other jurisdictions, actively assisted in developing a framework document titled *"Preventing Violence Against Women: A Strategic Framework*. This framework, released in July 1999, presents a vision and a guide for ongoing work to prevent violence against women and was distributed by the Directorate to Manitoba stakeholders.

Building on its youth initiative **Take the Challenge**, the Directorate, in partnership with Culture's Recreation and Wellness Branch, introduced **Do It For You!** to raise awareness among teenage girls about the important health and self-esteem benefits of physical activity and to discuss some of the barriers and motivating factors that influence their level of physical activity. A STEP student visited Winnipeg schools to talk directly to more than 1000 girls. The program was so successful that an expansion into rural and northern Manitoba will take place in spring 2000. To complement the initiative, **Speak up!**, a Speakers' Bureau made up of prominent women active in the fields of recreation and health, was established to carry the message to their communities and professional networks. For the first time, administrators, parents, community leaders and youth will be directly challenged to find ways of motivating girls to become physically active.

As a special initiative to commemorate Women's History Month, the Directorate worked with Manitoba Culture, Heritage and Tourism to salute the achievements and contributions of Manitoba craftswomen with an exhibition of historical and contemporary craft pieces from the Manitoba Crafts Council. The exhibition, entitled **IMPRINT: A Celebration of Craft by Manitoba Women**, remained on display in the Legislative Building for the month of October and recognized the historic, economic and cultural contributions made by Manitoba women involved in the craft industry.

The Directorate looks forward to 2000/2001, as it continues working toward the enhancement of women's equality through its focus on the priorities of economic self-sufficiency and security, freedom from violence for women and children, the challenges facing youth, while continuing to address the differential impacts of government policies and legislation on women.

Respectfully submitted,

Theresa Harvey Pruden
Assistant Deputy Minister

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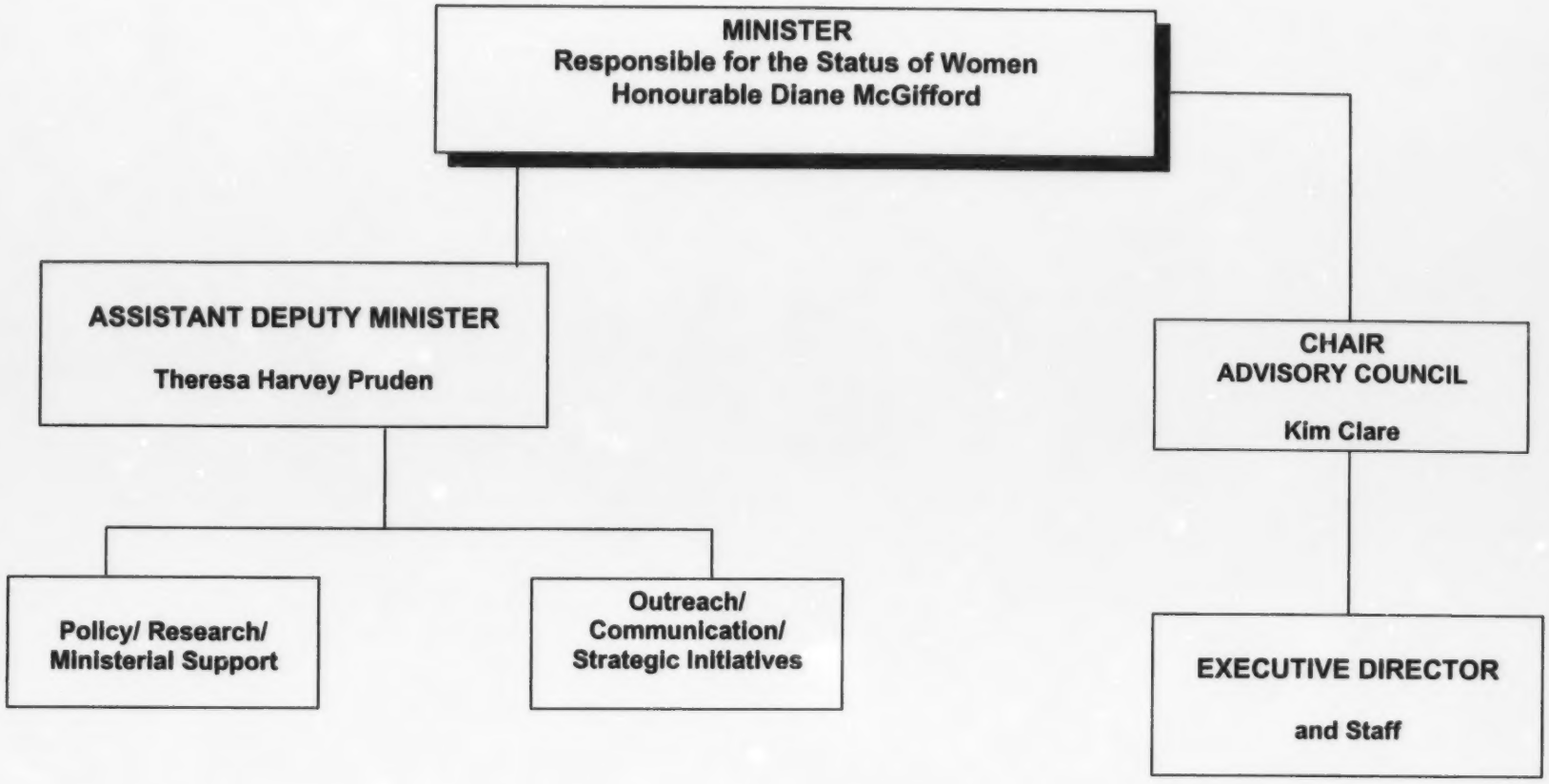
Manitoba Status of Women
Organization Chart



Introduction

The Annual Report for the Manitoba Women's Directorate has been organized in accordance with the departmental appropriation structure that reflects the department's budget approved by the Legislative Assembly for the fiscal year ending March 31, 2000. This report includes information at the sub-appropriation level and provides a five-year historical comparison table.

In addition to providing information respecting activities undertaken by the Manitoba Women's Directorate, this Annual Report includes statistical information profiling aspects of the status of women in Manitoba.

Manitoba's Status of Women Ministry has two components: the Manitoba Women's Directorate and the Manitoba Women's Advisory Council. The Advisory Council, an independent, arms-length government-funded organization, publishes a separate Annual Report, which is tabled in the Legislature by the Minister responsible for the Status of Women. However, their financial statement has been included in this document to reflect the Estimates Supplement of the Province of Manitoba.

Vision and Mission of the Manitoba Women's Directorate

"The Manitoba Department of Status of Women envisions a society committed to the true achievement of equality for women and men."

The Manitoba Women's Directorate furthers the achievement of equality for women and men in a number of unique ways, which are reflected in its mission statement. In carrying out this mission, the Directorate will:

- Work within government to influence Government decision-making through research support, policy development and evaluation of Government policies and legislation to ascertain their impact on women; and

- Interact with various departments of government, the business sector, and the community to raise awareness of the reality of women's lives and to ensure that the differential impact of proposed programs and services, employment practices, or other initiatives is considered.

The Directorate also generates government initiatives that reflect specific concerns and priorities of Manitoba women, and that require the Directorate's intervention.

Directorate Goals

Through formal consultation with the public, along with Ministerial priorities and the ongoing process of issue identification, the Directorate has developed five goals that represent its priority areas. These goals acknowledge the responsibility we all share – government, community, individuals, and business, for developing our potential and enhancing the quality of life in our province. The goals are:

1. Enhance the capacity for Manitoba women to attain economic self-sufficiency and/or economic security.
2. Foster awareness and further enhance the government of Manitoba's efforts to provide a violence free environment for women and children.
3. Raise awareness of women's health issues and advocate for recognition of women's needs in public health policy.
4. Facilitate opportunities that promote productive lifestyle choices for youth.
5. Educate government decision-makers about the potential differential impacts of government actions.

In working toward achieving these goals, the Directorate is guided by the following three lines of business. The initiatives undertaken by the Directorate have been categorized as follows under each line of business.

1. To represent women's interests
2. To enhance services and opportunities for women
3. To raise awareness

I. Representing Women's Interests

The Directorate represents women's interests by informing government of the impact on women of its programs and policies and by raising awareness of issues. The Directorate works to secure the inclusion of women's needs and priorities in policy decisions of the government.

☑ As part of its continuing liaison with other Departments, the Directorate kept itself informed of major departmental initiatives affecting women, identified and communicated emerging issues requiring future government action, and provided consulting advice and support on major initiatives. Issues and initiatives included:

- Canada Pension Plan (CPP) Reform
- Health care reform
- Violence against women
- Social Policy Renewal
- Physical activity for girls
- Education and training
- Child day care
- Women in business

☑ During this fiscal year, the Directorate worked closely with government departments and community interest groups on a number of interdepartmental, community and Federal/Provincial/Territorial committees. They included:

- Track II Canada Pension Plan Reform F/P/T Working Group

- Interdepartmental Committee on Family Violence
- Justice Working Group - Civil Remedies for Domestic Violence and Stalking
- Federal-Provincial Relations - Manitoba Social Policy Renewal Working Group
- Chief Provincial Judge: Family Violence Court Steering Committee
- Interdepartmental Committee: New Identities for Victims in Life Threatening Situations
- Sexually Exploited Children Steering Committee
- Child Care Regulatory Review Committee
- Government Branch of the Domestic Violence Community Committee – Directorate Co-chairing
- Accessibility to Education/Training Task Force on Post Secondary Education
- Health Care Reform Working Group
- Maximizing Osteoporosis Management in Manitoba (MOMM) Steering Committee

☑ The Directorate continued to gather and monitor statistical information to support its role in policy analysis and influencing government decision-making. Examples include:

- Financial data relevant to women's economic self-sufficiency and security;
- Labour force participation patterns;
- Physical activity patterns for youth;
- Women's health, particularly issues relating to midlife; and
- Demographic profiles including ethnic or cultural status, health, family arrangements, education and employment status

☑ The Directorate continued to work with its Federal/Provincial/Territorial (F/P/T) counterparts in working groups on issues of common national interest such as: Women's Economic Independence and Security, Violence Against Women and Women's Health. Objectives included:

- Production of materials to improve financial literacy among high school girls and young women
- Development of tools to better identify and evaluate initiatives to end violence against women
- Highlighting the significance of gender as a determinant of health
- Promotion of gender-inclusive analysis as an integrated component of public policy development

☑ The Directorate worked as a member of the F/P/T working group to draft a framework intended to guide future F/P/T initiatives to address women's economic equality. The Directorate hosted the working group meeting that created the first draft of the document, and has continued to participate in its development. Work is expected to be completed by the end of 2000.

☑ The Directorate continued to participate in the F/P/T working group addressing the issue of violence against women from a national perspective. Recognizing the value of a strong co-ordinated approach based on strategies and initiatives that have proven effective, the working group developed a document titled *"Preventing Violence Against Women: A Strategic Framework*. This presents a vision, and a guide for ongoing work to prevent violence against women. This document was released in July 1999 and distributed by the Directorate to stakeholders.

☑ The Directorate continued to explore options for public education initiatives. Of particular interest is a project undertaken by the government of British Columbia which has resulted in a long-term commitment to air anti-violence public service messages through a 10 year partnership with the BC Association of Broadcasters.

The Directorate continued to participate in Federal/Provincial discussions exploring the viability of developing a program that would assist victims in life-threatening situations to relocate and construct new identities and records. Discussions also explored federal/provincial co-operation to put in place supports to provide resettlement assistance for those who have relocated and changed identities.

☑ The Directorate completed research and, developed and delivered training sessions for government policy and program developers titled **Gender Inclusive Analysis: Assessing and Predicting Differential Impact**. The workshops offered insight into the differing realities of women's and men's lives and showed how these differences can impact the effectiveness of government policies and programs for men and women. The training also identifies ways to incorporate gender considerations into the development process, thereby making possible the identification of differential impact along with design modifications that ensure that programs and services serve women and men more equitably. In future, training sessions may be customized to the requirements of relevant agencies. As well, other strategic approaches to promoting the consideration of gender as a factor in public policy development are being considered.

II. Enhancing Services and Opportunities for Women

The Directorate is responsible, in liaison with sectoral ministries, to ascertain what services are available to women as well as to assess their effectiveness. In addition, the Directorate works to improve existing programs for women and to create new opportunities for women that meet the Directorate goals, in partnership with other departments and independently.

☑ The Directorate continued to present **Keeping Safe at Work** workshops to assist employers and employees in developing safer workplaces. This initiative has proved so successful that work has begun on the development of a "Train the Trainer" workshop to enable the program to reach a wider audience.

☑ The Directorate continued to promote **On the Move** as part of its **Take the Challenge** initiative. **On the Move** is a program designed to encourage underactive teenage girls to participate in fun, non-competitive physical activity. In partnership with the Recreation and Wellness Promotion Branch, the Manitoba Fitness Council, Sport Manitoba, and Canadian Association for the Advancement of Women and Sport (CAAWS), several pilot projects of On The Move were co-ordinated and facilitated in Winnipeg and the surrounding region. Partial funding was received from Health Canada, through CAAWS, to help provide these opportunities.

☑ The Directorate continued to administer its **Training for Tomorrow** Scholarship Awards Program, an initiative which encourages women to pursue high skills training in math, science and technology-related fields at Manitoba's community colleges. It again provided fifty scholarship awards of $1,000 each to women entering eligible two-year diploma programs. The Directorate worked in partnership with Manitoba Education and Training and Manitoba's four community colleges to maintain the eligible course lists for the awards program. A total of 291 awards had been presented by fall of 1999. Scholarship recipients were enrolled in a variety of programs such as: Advertising Art, Chemical and Biosciences Technology, Civil Engineering Technology, Computer Analyst/Programmer, Electronic Engineering Technology, Radiation Therapy and Structural Engineering Technology.

☑ As a special initiative to commemorate Women's History Month, the Directorate worked with Manitoba Culture, Heritage and Tourism to salute the achievements and contributions of Manitoba craftswomen with an exhibition of historical and contemporary craft pieces from the Manitoba Crafts Council. The exhibition, entitled **IMPRINT: A Celebration of Craft by Manitoba Women**, remained on display in the

Legislative Building for the month of October and recognized the historic, economic and cultural contributions made by Manitoba women involved in the craft industry. The exhibition opening featured six demonstrations of contemporary craft making, as well as a lecture and slide presentation by Claudine Majzels, Professor of History and Women's Studies at the University of Winnipeg, on the history of craft in Manitoba for the period 1880 to 1950.

☑ The Directorate, in partnership with Manitoba Education and Training, provided introductory computer and internet training to adult women throughout Manitoba through the **Power Up!** program. Pilot projects were held in two Winnipeg locations and five rural locations from April through to August 1999. By the end of the first year, courses were offered in Winnipeg and in over 80 communities around the province, with women from over 100 communities participating. By March 31, 2000, 2283 women had taken the course (984 women were waiting to take the course). Similar numbers are expected for the second year of the program.

☑ The Directorate organized the Government's reception in honour of **International Women's Day** on March 8th, 2000. Approximately 300 women attended the event in which the Minister acknowledged past women members of the labour movement and their contributions to improving wages and working conditions for women. The reception marked the launch of the National Tour Exhibit of the Famous Five Maquette in Manitoba, honouring the women involved in the 1929 "Person's Case". The Famous Five display remained in the Rotunda of the Legislative Building through March 31, 2000.

☑ The Directorate co-hosted the International Women's Conference **On the Edge of Tomorrow: Celebrating Achievement, Embracing Challenges,** on July 21st, 1999. Scheduled just before the opening of the Pan Am Games, *On the Edge of Tomorrow* was organized by the Women's Directorate and a volunteer committee from the community and funded by all three levels of government. Approximately 1200 women attended the one-day conference.

☑ To increase opportunities for women's economic independence and to address women's under representation in the skilled trades, the Directorate developed **Trade Up to Your Future**, a pre-trades training program for women. The program fosters an interest, among women, in non-traditional careers and creates a supportive environment both in the classroom and in industry. Working with the Apprenticeship Branch and the Employment & Training Services Branch of Education & Training, the Alliance of Manufacturers and Exporters Canada, and Tec Voc High School, the initial pilot was launched in September of 1999, and 14 graduates are now employed in well-paying career-oriented occupations. A second pilot is planned for September of 2000.

☑ The Directorate provided consultative input to Dr. Yuen of the Manitoba Clinic, regarding the establishment of the Eli Lilly Mature Women's Learning Centre. Eli Lilly and the Manitoba Clinic proposed to work with government, non-profit health organizations, such as the Osteoporosis Society, and others in the health care field to establish a broad spectrum, state of the art mature women's learning centre in Winnipeg. Its purpose is to offer information, literature, audio-visual aids and internet services, as well as counselling support, to enable women to become informed health care consumers and better manage their own midlife issues.

The Learning Centre opened in the fall of 1999 and has begun visits to shopping malls and other locations to provide information on diet, exercise and lifestyle strategies as well as alternative and medical therapies currently available. The Directorate will continue to monitor the future development of the initiative and provide consultation respecting the wide range of issues raised by women and to promote a balanced and inclusive approach to mid life health. Future plans include the establishment of a mobile learning centre to travel to women in rural Manitoba.

☑ The Directorate continued to support community organizations by way of small grants and in-kind services, providing financial support totalling approximately $4000. For a complete list of grants provided, see **p.14.**

III. Raising Awareness

One of the primary roles of the Directorate is to educate and inform the public, both women and men, of women's issues and about the reality of women's lives in a way that will lead to greater equality and informed choice for women.

☑ The Directorate researched and developed a proposal for Canada Pension Plan (CPP) Reform, regarding an automatic mechanism for mandatory credit splitting between spouses (including common law), on separation or divorce. The proposed recommendation was formally adopted as an item to be considered as part of Track II CPP Reform. The Directorate was invited to participate on the F/P/T Working Group of Senior Officials from Finance Departments and Human Resources Development Canada tasked with reviewing Track II proposals. Their proposal for change was accepted by Finance Ministers and pilot projects are being developed to test the proposed changes to CPP. The Directorate has been asked to co-ordinate one of the three year pilot projects in Manitoba.

☑ **Take the Challenge,** an initiative first introduced in 1995, has incorporated various strategies to encourage and assist young women to make productive and strategic lifestyle decisions that will enhance their self-esteem and well being. These have included initiatives that promote access to, and foster interest in, education and career choices that can lead to economic independence. Others have addressed girls' underactivity and focused on promoting the benefits of active living and addressing barriers to their participation.

Building on this initiative the Directorate introduced **Do It for You!** to raise awareness among girls about the importance of physical activity and to discuss some of the barriers and motivating factors that influence their level of physical activity. A STEP student visited Winnipeg elementary and middle schools to talk with girls about their attitudes toward physical activity, some barriers they face to being physically active, and what motivates them to be active. More than 1000 students participated in the discussions and completed a survey about their physical activity/lifestyle behaviours. The project was so successful that the Directorate will partner with the Recreation and Wellness Promotion Branch for Spring 2000 to expand the program to northern and rural Manitoba. It is expected that the initiative will provide valuable insights which can contribute to the development of future initiatives.

☑ A complementary outreach initiative **Speak Up!**, was also established in 1999. Its purpose is to raise awareness about the level of girls' inactivity, barriers they face in becoming active and the need to find innovative ways to encourage girls to embrace active living. Women leaders from varied backgrounds and occupations were recruited as ambassadors to carry the message to their own communities and professional networks. For the first time, administrators, parents, community leaders and youth have been directly challenged across the Province to find alternate ways of motivating girls to become active and stay active.

A training workshop was held in June 1999 for 15 women who have been serving as ambassadors throughout 1999/2000. The Women's Directorate and the Recreation Wellness and Promotion Branch

have worked with these women and offered support to assist them in their commitment to be role models for the young girls of Manitoba. An update in the form of a newsletter was mailed to all participants of the workshop in January 2000 to keep them apprised of the workshops taking place throughout the province and to share success stories of other ambassadors' experiences.

☑ Directorate staff continued to work on raising the profile of key women's health issues, culminating in the collaboration with Manitoba Health on a draft Women's Health Strategy. The purpose of the strategy is to develop a policy framework and implementation plan concerning women's health, for use by Manitoba Health and the Regional Health Authorities. One component of the strategy, a Women's Health Unit within Manitoba Health was established and a Director hired in January 2000.

☑ The Directorate hosted, in partnership with Manitoba Justice, Public Safety Branch, a one-day symposium on **Risk Assessment** for victims of escalating domestic violence. The symposium brought together government decision-makers from all stakeholder departments as well as law enforcement officials from around the province. This is the start of an ongoing process, as those attending voted to continue to meet to work on the issue of how to promote co-ordination and communication between departments and agencies. The purpose is to share information on cases where the potential for lethality seems to be escalating, while not breaching confidentiality of the potential victim or the perpetrator.

Public Access and Publications

In addition to the Directorate's primary role of influencing government decision-making and service delivery to better serve Manitoba women, the Directorate also works to ensure wide access to information thereby enhancing dialogue with government, as well as strategies that facilitate government access including:

- Provision of support to community organizations and events by way of small grants, in-kind services and facilitation of communication links to government
- Facilitation and organization of events, such as the Government celebration of International Women's Day
- Provision of a variety of communication vehicles which offer links by which the Directorate both communicates with, and listens to its clients

GRANTS

The Directorate provided financial support totalling approximately $4000 to the following community-initiated events:

- Laurel Centre Fundraising Breakfast
- YM/YWCA Women of Distinction Awards Dinner
- Manitoba School Science Symposium
- UNPAC Symposium - Brandon
- (Community Choices) Networks Internet Workshop for Women – Brandon
- Legal Education and Action Fund (LEAF) Breakfast
- Manitoba Farm Women's Conference
- Spiritual Women Sitting In A Circle Gathering
- National Council of Jewish Women Convention
- Strauss Communications – Place to Be; Place To Stay
- White Ribbon Campaign at WC Miller Collegiate - Altona
- World March 2000
- Flin Flon Regional Youth Conference

EVENTS

☑ The International Women's Conference **On the Edge of Tomorrow: Celebrating Achievement, Embracing Challenges,** on July 21st, 1999 just before the opening of the Pan Am Games. Approximately 1200 women attended the one day Conference.

☑ Women's History Month salute to the achievements and contributions of Manitoba craftswomen, in October 1999, with an exhibition of historical and contemporary craft pieces from the Manitoba Crafts Council. The exhibition, entitled **IMPRINT: A Celebration of Craft by Manitoba Women**, remained on display in the Legislative Building for the month of October and was to recognize the historic, economic and cultural contributions made by Manitoba women involved in the craft industry.

☑ Small Business Week event for women business owners in October, 1999 called **Voices of Experience: Manitoba Women in Business**, the conference attracted almost 400 women.

☑ The government's reception in honour of **International Women's Day** on March 8th, 2000. The reception marked the launch of the National Tour Exhibit of the Famous Five Maquette in Manitoba, honouring the women involved in the 1929 "Person's Case". Approximately 300 women attended the event. The Famous Five display remained in the Rotunda of the Legislative Building through March 31, 2000.

PROGRAMS AND WORKSHOPS

☑ **Power Up**, a 15-hour computer and internet training initiative for adult women.

☑ **Keeping Safe at Work** workshops to assist employers and employees in developing safer workplaces.

☑ **On The Move**, a program designed to encourage underactive teenage girls to participate in non-competitive physical activity. Six pilot projects were operated throughout Manitoba.

☑ **Training for Tomorrow** Scholarship Awards Program, an initiative which encourages women to pursue high skills training in math, science and technology-related fields at Manitoba's community colleges.

☑ **Manitoba Women in Business Mentoring Program**, intended for women entrepreneurs who already operate a micro-business and/or are contemplating starting one.

COMMUNICATIONS

☑ The Directorate continued to publish **About Women**, a newsletter for women which is distributed to approximately 12,000 women. It continued to be an important vehicle through which the Directorate was able to keep women throughout the province informed about government and community events, as well as initiatives affecting, or of interest to, women.

☑ The toll-free 1-800 Women's Information Line, providing women throughout Manitoba with ready access to information on programs and services, both within government and in the community, on a variety of issues such as: domestic violence, maintenance enforcement, starting a business, scholarships and women's health.

☑ The Directorate web-site provides program information as well as links to other provincial and national web sites featuring information of interest to women.

☑ The Directorate continued to broaden its range of contacts to reach the widest cross section of Manitoba women. Staff accomplished this in the following ways:

- By making presentations to women's and other community groups regarding either the role of the Directorate or particular Directorate initiatives e.g. On The Move.
- By attending meetings, conferences, and other functions held by women's groups so that ongoing dialogue is established and maintained;
- By making print and other materials available to women around the province, via display tables at a number of conferences, community events and educational symposia.
- Extensive use of regional print media to make women aware of Directorate events.

PUBLICATIONS

1. *About Women* Newsletter
2. *Keeping Safe at Work* Booklet
3. *Do It For You* Poster
4. *Role Models* Poster
5. *Quick Reference for Women Entrepreneurs Booklet*
6. *Power Up* Brochure and Poster
7. Power *Up* Computer Training Manual (available only in conjunction with course registration)
8. *Training for Tomorrow: A Role Model Video* and Curriculum Guide
9. *Raising Young Voices* Video
10. *Preventing Violence Against Women: A Strategic Framework (F/P/T Status of Women Ministries)*
11. *Invest In Yourself* Booklet

Financial Information Section

22-1 (a) Manitoba Women's Advisory Council

Expenditures by Sub-Appropriation	Actual 1999-00 $	FTE	Estimate 1999-00 $	Variance Over(Under)	Explanation Number
Total Salaries	149.6	3.75	175.8	(26.2)	
Total Other Expenditures	119.4		119.4	-	

22-1 (b) Women's Directorate

Expenditures by Sub-Appropriation	Actual 1999-00 $	FTE	Estimate 1999-00 $	Variance Over(Under)	Explanation Number
Total Salaries	471.9	8.0	501.3	(29.4)	
Total Other Expenditures	260.5	-	276.2	(15.7)	
Total Grants	98.4		104.0	(5.6)	

22-2 Amortization of Capital Assets

Expenditures by Sub-Appropriation	Actual 1999-00 $	FTE	Estimate 1999-00 $	Variance Over(Under)	Explanation Number
Amortization of Capital Assets	25.3		25.6	(.3)	

Department of Status of Women
Reconciliation Statement
of Printed Vote

DETAILS 1999/2000	ESTIMATES
1999-2000 Main Estimates	1,202.3
Allocation of Funds From:	
Enabling Vote	-
1999-2000 ESTIMATE	1,202.3

Department of Status of Women

Five Year Staffing and Expenditure Summary by Appropriation

For Years Ending March 31, 1996 – March 31, 2000

	Actual Expenditures/*Adjusted Expenditures									
	1995-96		1996-97		1997-98		1998-99		1999-2000	
APPROPRIATION	FTE	($000's)	FTE	($000's)	FTE	($000's)	FTE	($000's)	FTE	($000's)
22-1 (a) Manitoba Women's Advisory Council	3.75	223.9	3.75	255.4	3.75	256.7	3.75	241.7	3.75	269.0
(b) Women's Directorate	9.00	599.6	8.00	607.4	8.00	587.9	8.00	630.3	8.00	830.8
22-2 Amortization		0		0		0		0		25.3
TOTAL	12.75	823.5	11.75	862.8	11.75	844.6	11.75	872.0	11.75	1,125.1

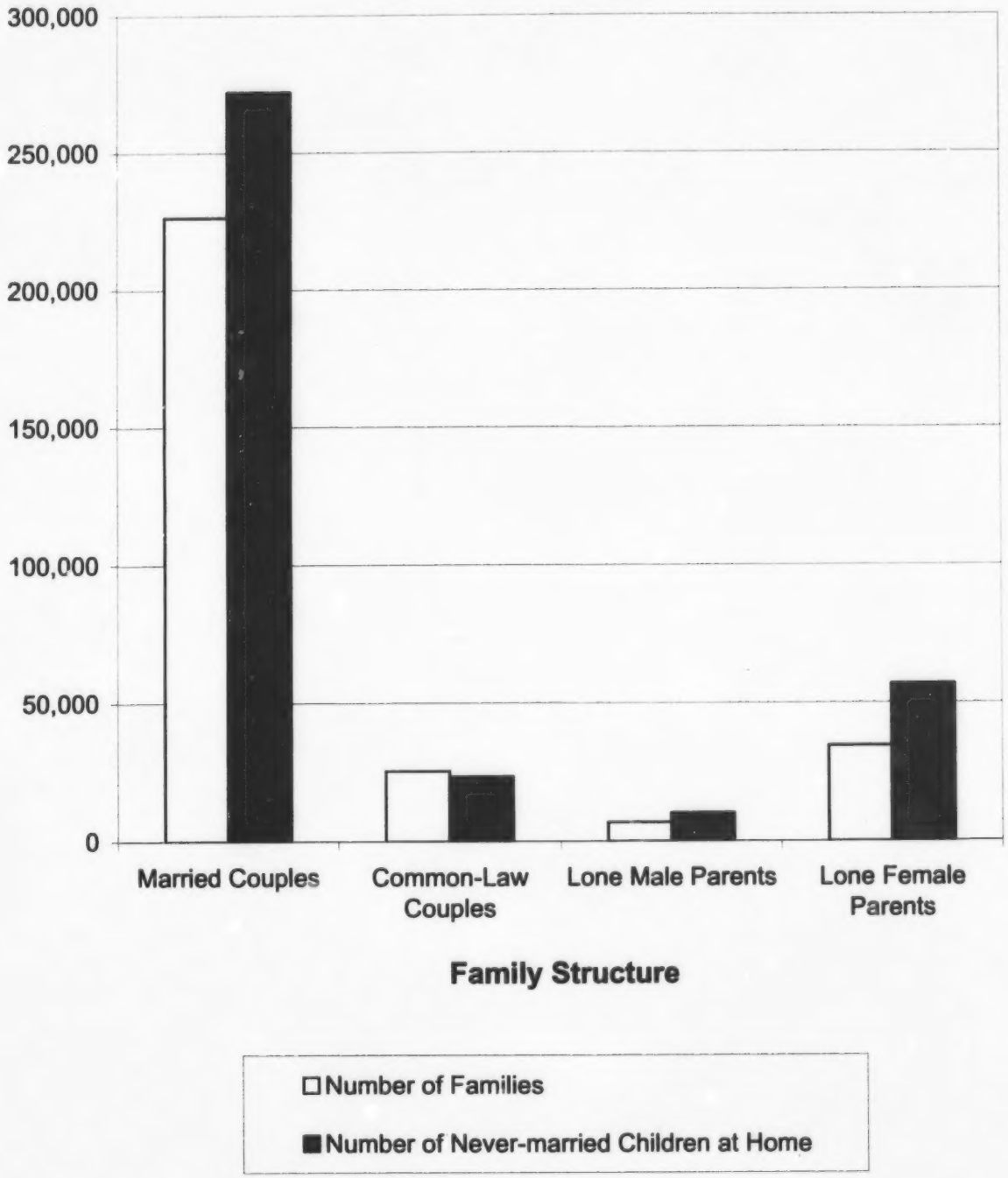
*Adjusted figures reflect historical data on a comparable basis in those appropriations affected by a reorganization during the years under review.

APPENDIX

SELECTED STATISTICAL INFORMATION

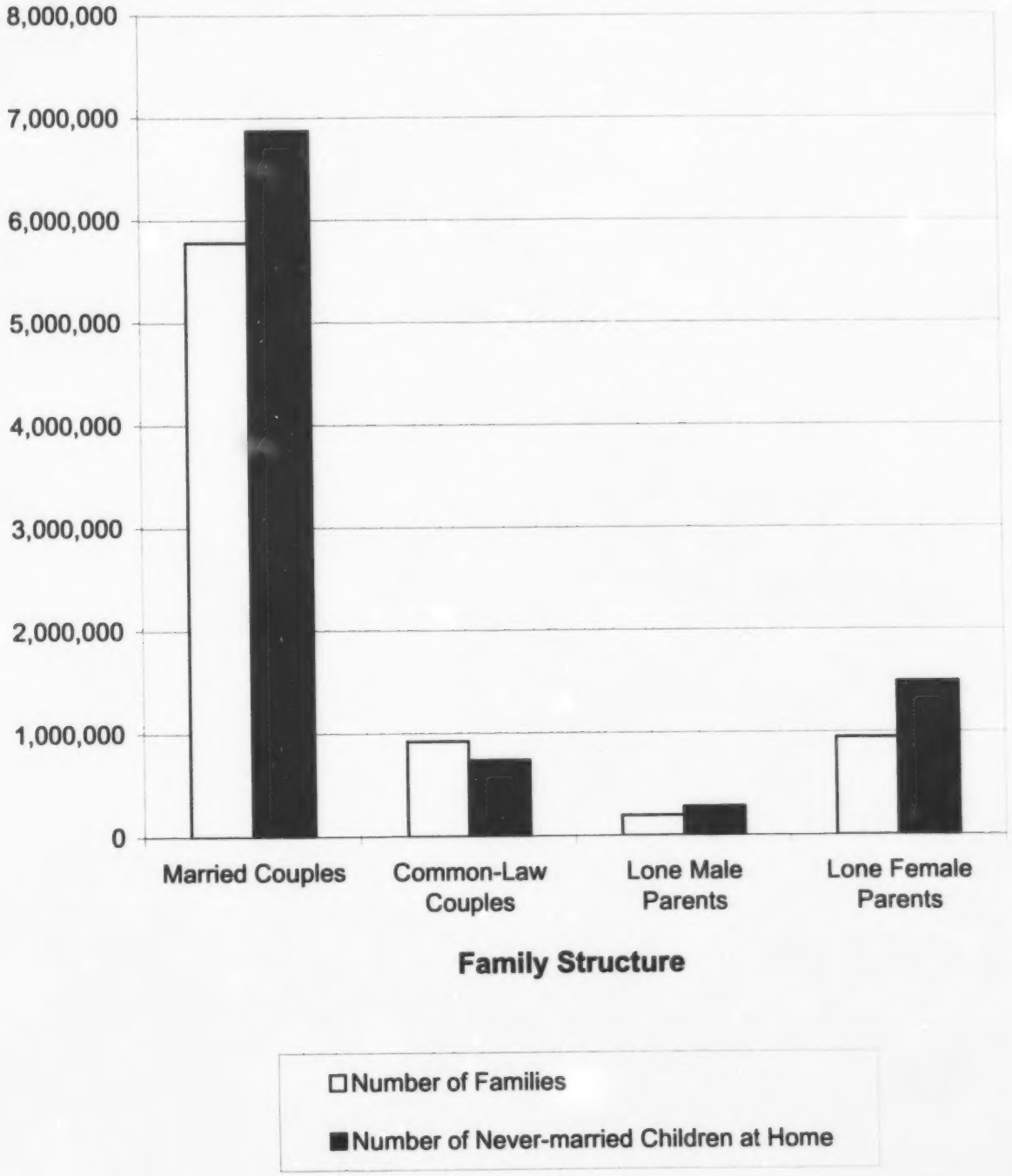
- Average Family Size (Manitoba and Canada)
- Occupational Categories (Manitoba and Canada)
- Post Secondary Education (Manitoba - University of Manitoba)
  - Percentage of female and male students by faculty
  - Percentage female and male teaching staff by faculty
- Unpaid Childcare (Manitoba and Canada)
- Average Income by Sex and Age Group (Manitoba and Canada)
- Average Pension Contributions (Canada)

Average Family Size
Manitoba - 1996



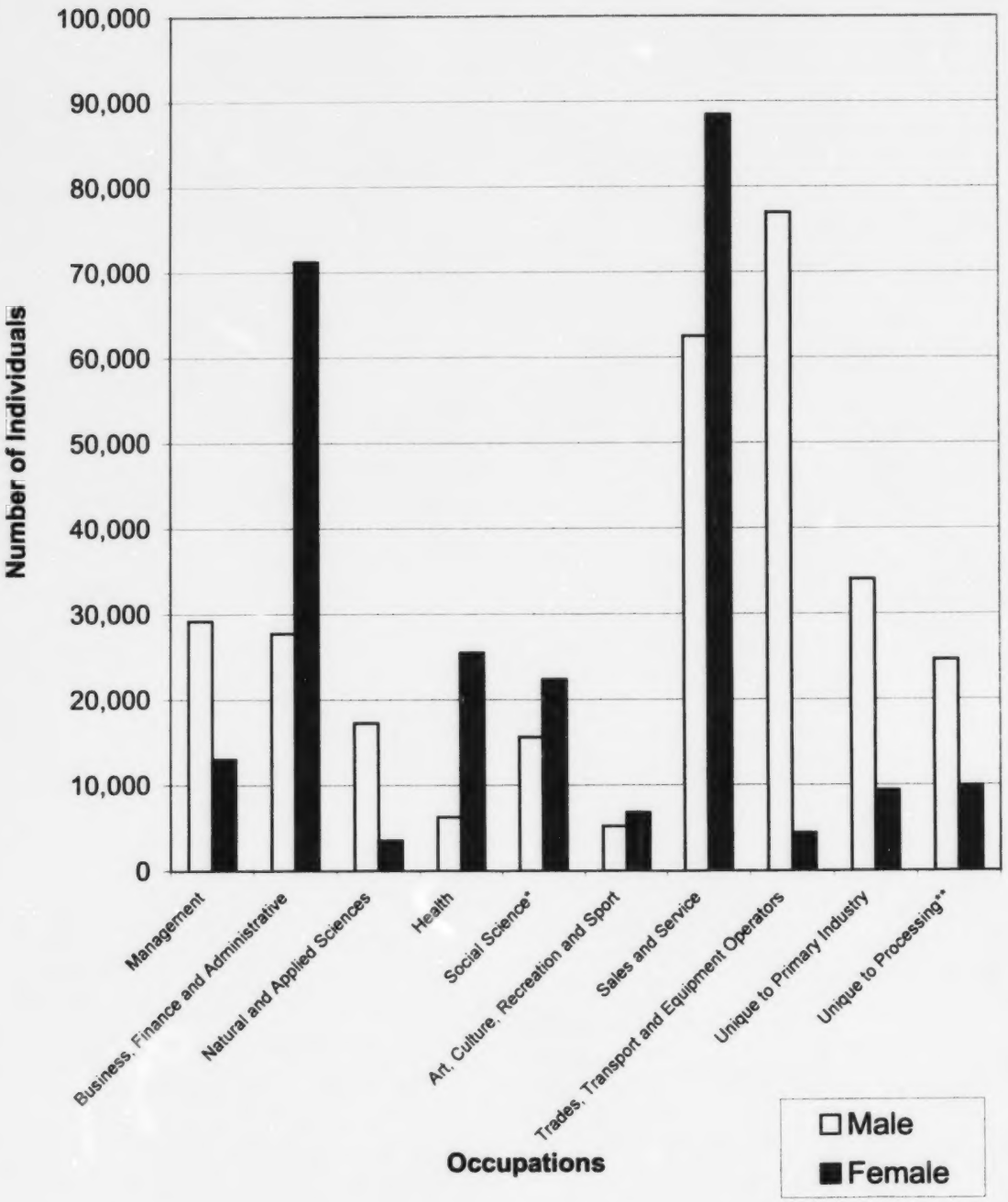
Adapted from the Statistics Canada Internet Site (www.statcan.ca/english/census96/oct14.fam1.htm) 2000-03-22

Average Family Size
Canada - 1996



Adapted from Statistics Canada Internet Site (www.statcan.ca/english/census96/oct14/fam1.htm) 200-03-22

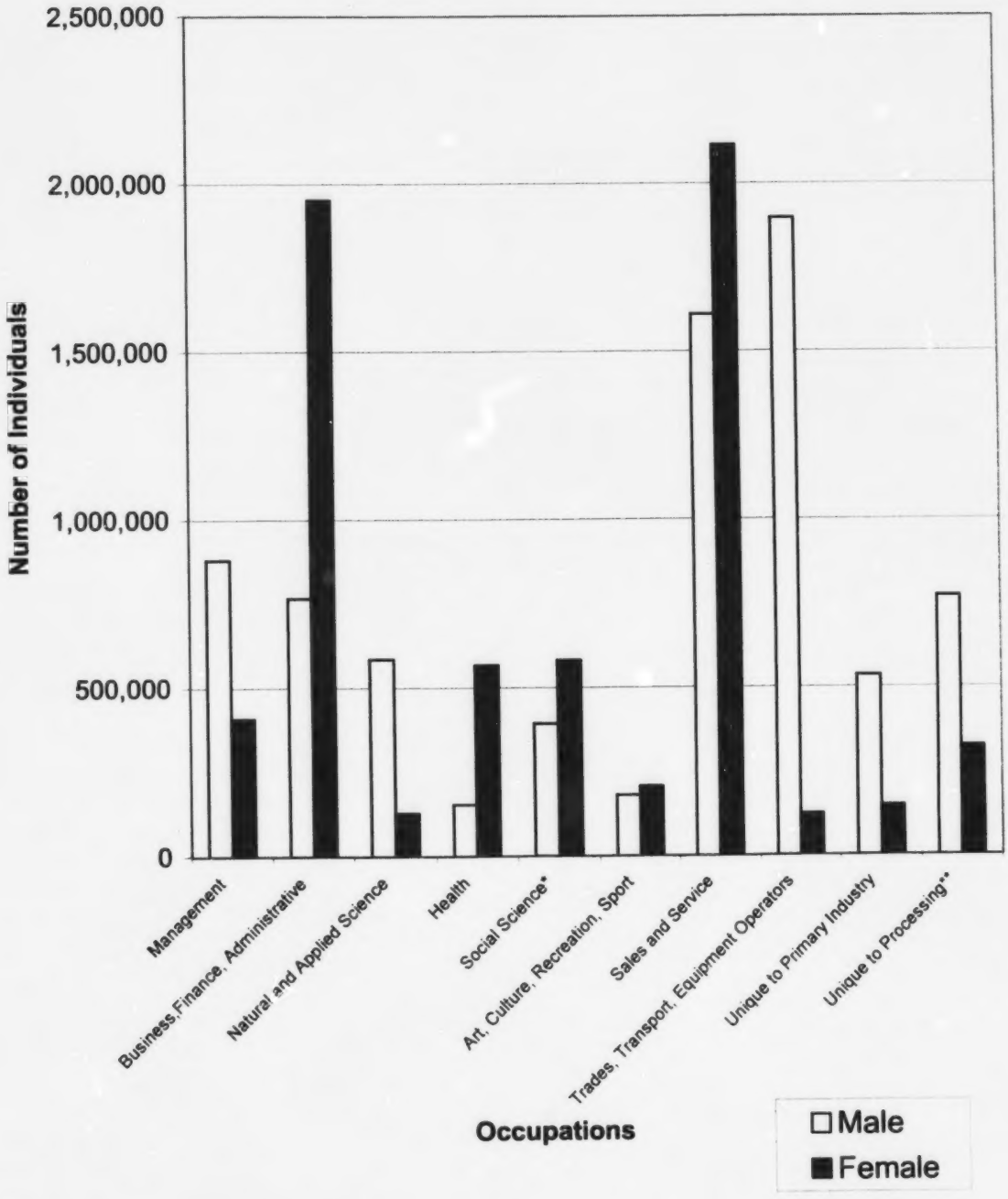
Occupational Categories
Number of Workers
Manitoba - 1996



*Includes education, government services and religion
**Includes manufacturing and utilities

Adapted from Statistics Canada Internet Site (www.statcan.ca/english/census96/mar17/occupa/table2/t2p46.htm) 2000-03-22

Occupational Categories
Number of Workers
Canada - 1996

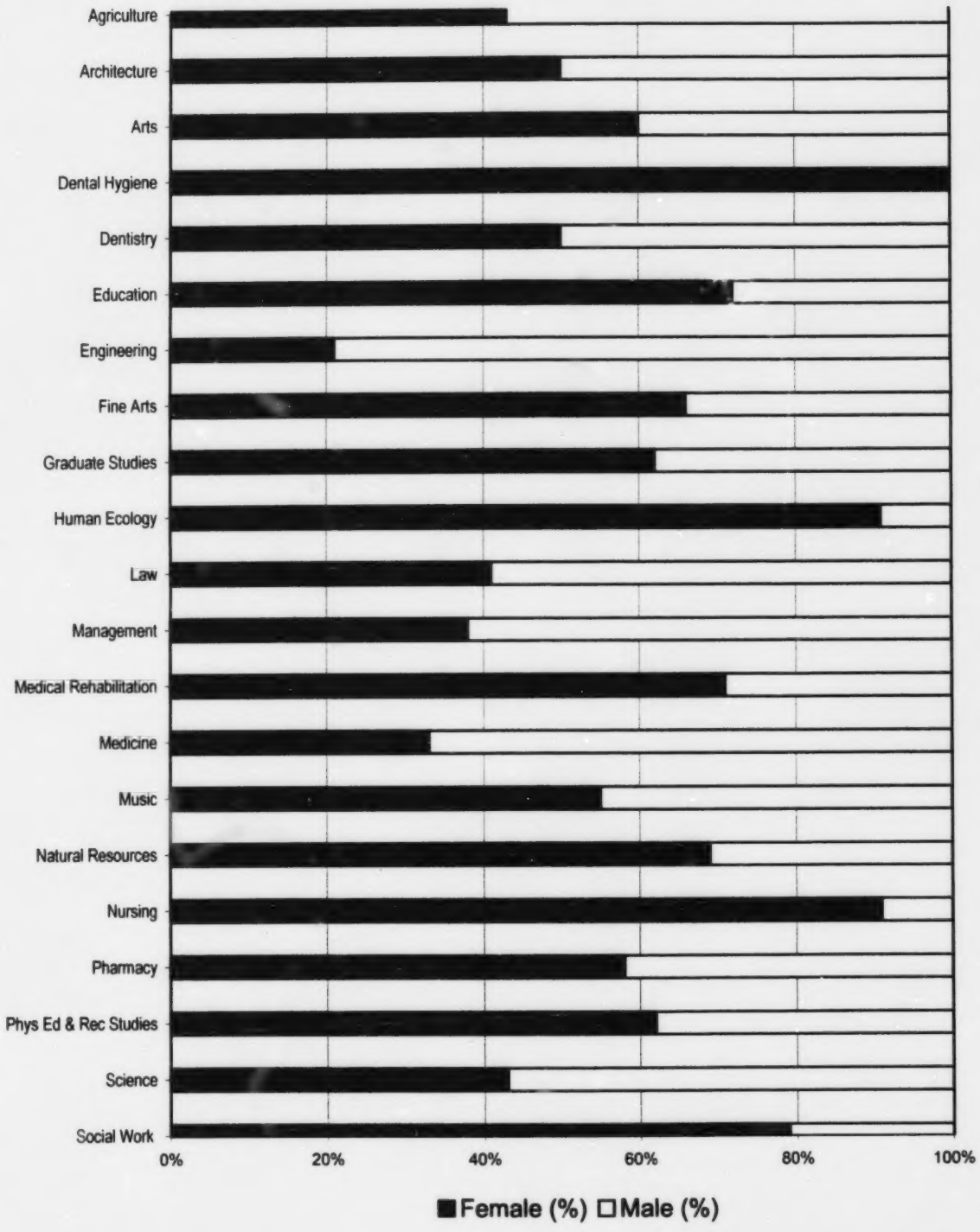


*Includes education, government services and religion
**Includes manufacturing and utilities

Adapted from Statistics Canada Internet Site (www.statcan.ca/english/census96/mar17/occupa/table2/t2p00.htm) 2000-03-22

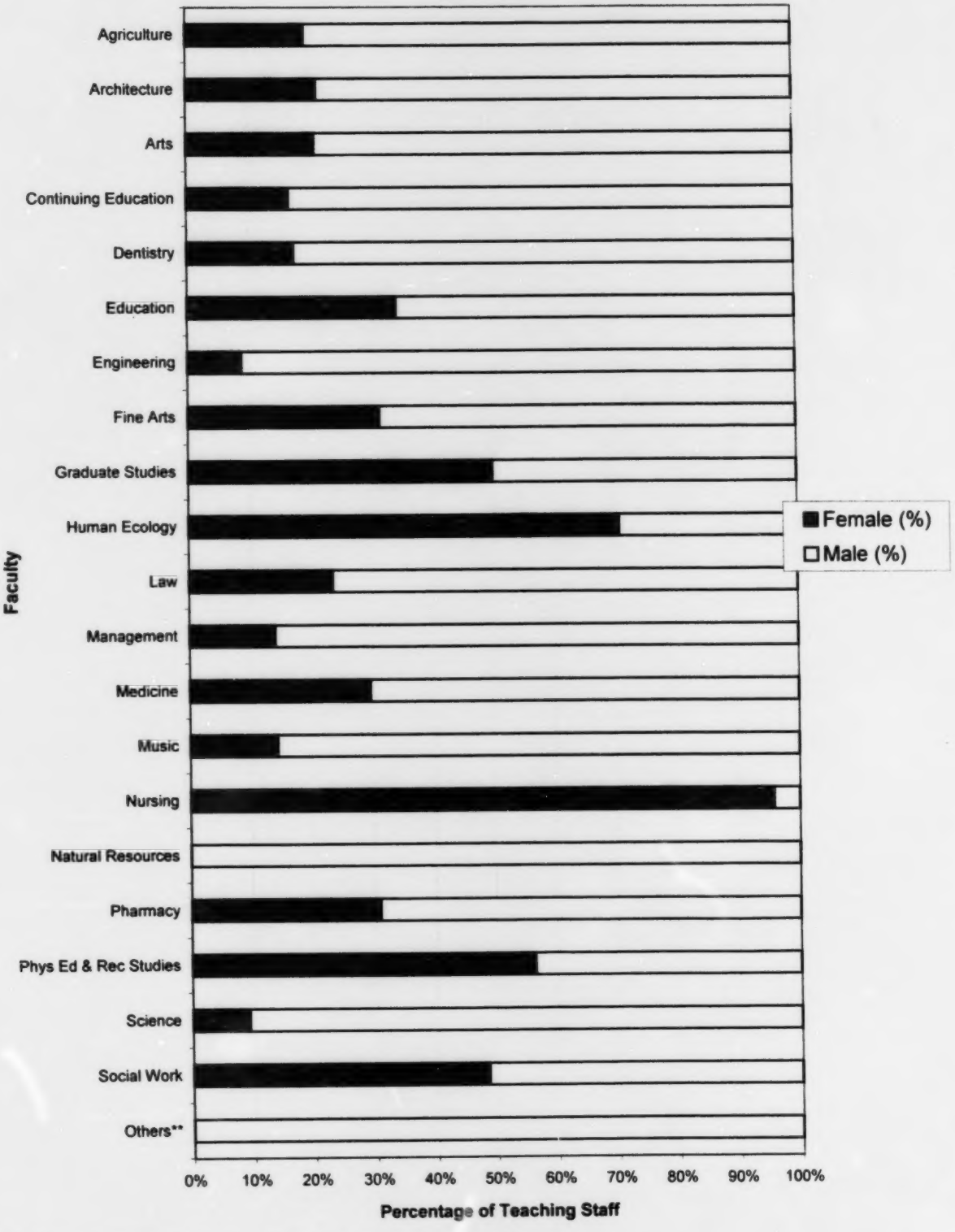
University of Manitoba

Degrees, Diplomas and Certificates Granted by Sex, 1998



Source: University of Manitoba Office of Institutional Analysis - *IS Book*, 1998-1999

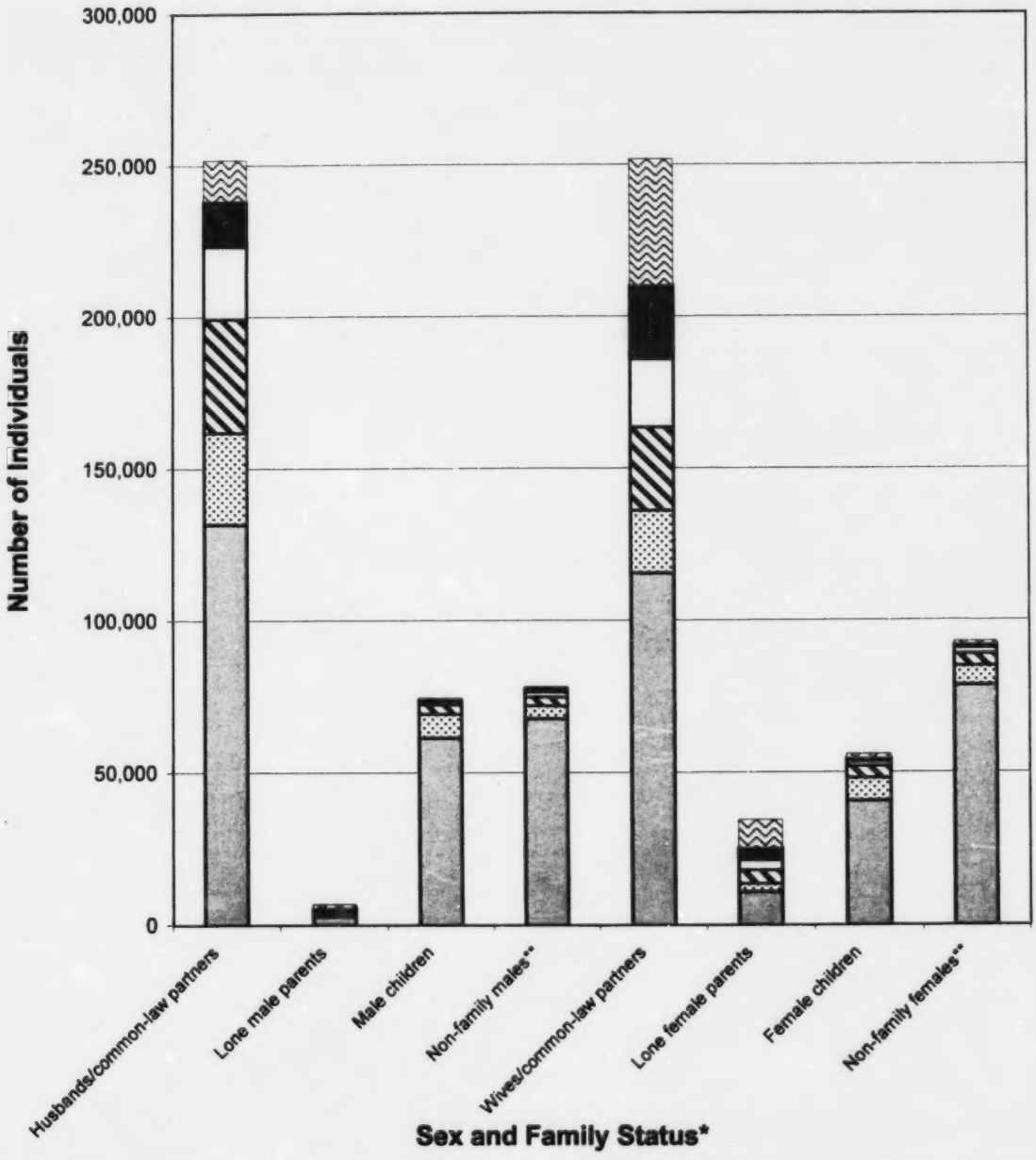
University of Manitoba
Full-Time Teaching Staff by Faculty and Sex
1998-99



** "Others" includes heads of colleges and institutes, does not include deans/directors

Source: University of Manitoba Office of Institutional Analysis - *IS Book*, 1998-1999

Hours of Unpaid Childcare by Sex and Family Status Manitoba - 1996

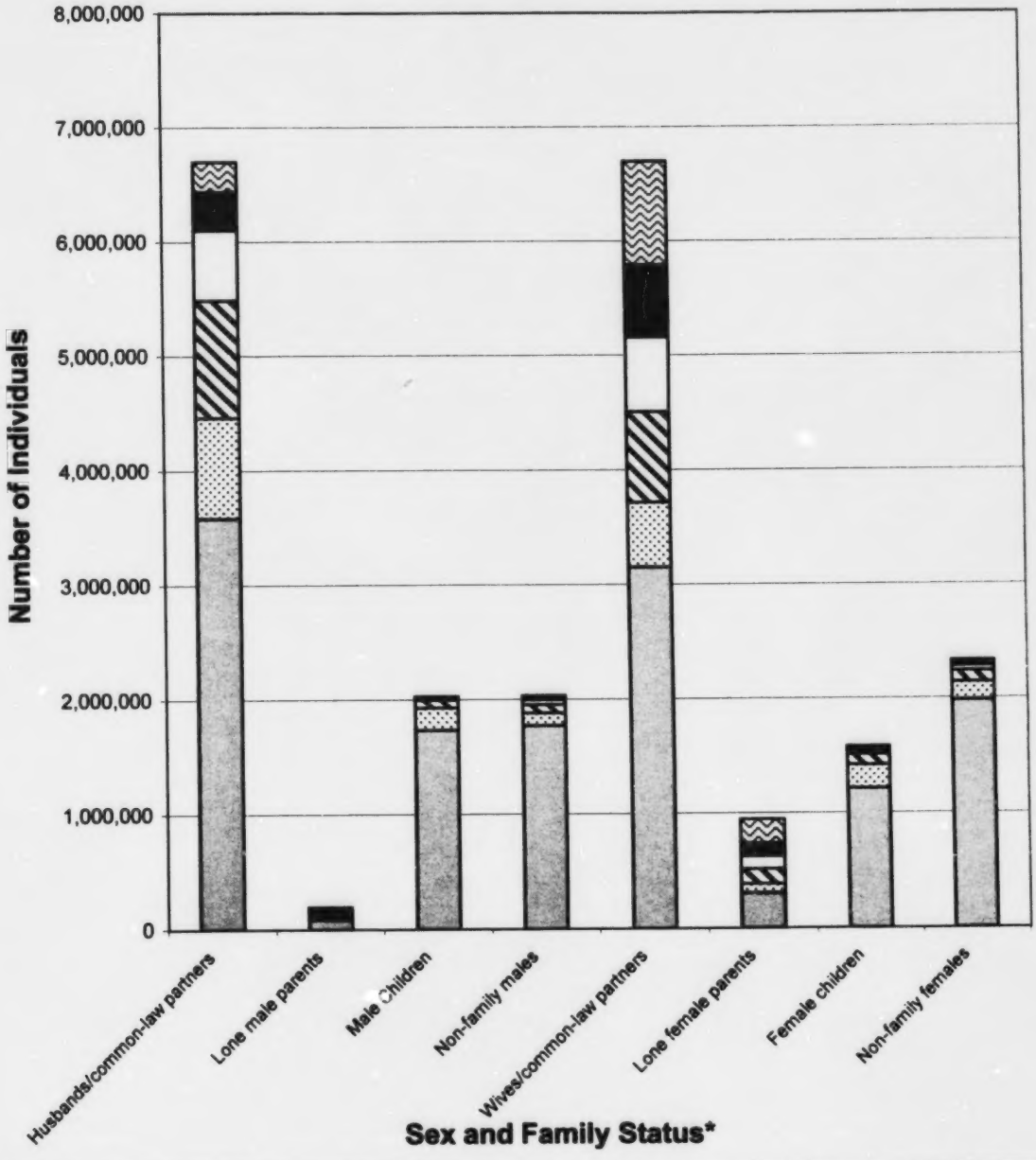


* Census Family is defined by Statistics Canada as a now-married couple or common-law couple (with or without never-married sons and/or daughters of either or both spouses) or a lone parent of any marital status, with at least one never-married son or daughter living in the same dwelling

** Non-family person refers to household members who do not belong to a census family

Adapted from Statistics Canada Internet Site (www.statcan.ca/english/census96/mar17/table10/t10p46a.htm) 2000-07-10

Hours of Unpaid Childcare by Sex and Family Status Canada - 1996

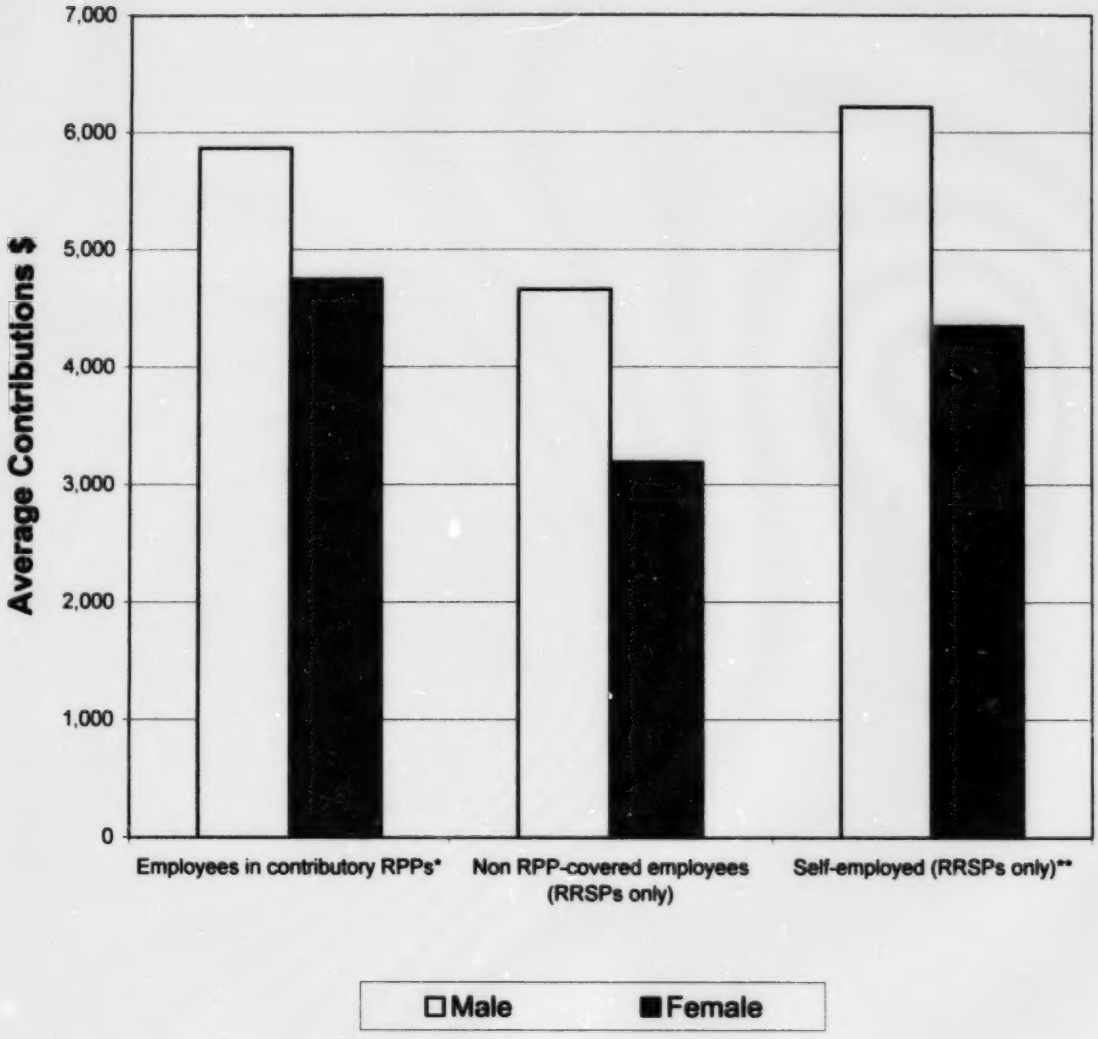


* Census Family is defined by Statistics Canada as a now-married couple or common-law couple (with or without never-married sons and/or daughters of either or both spouses) or a lone parent of any marital status, with at least one never-married son or daughter living in the same dwelling.

** Non-family person refers to household members who do not belong to a census family

Adapted from the Statistics Canada Internet Site (www.statcan.ca/english/census96/mar17/house/table10/t10p00a.htm) 2000-03-22

Average Annual Pension Plan Contributions by Sex Canada - 1996



*Employees in contributory RPPs (employer sponsored plans) contributing to both (RPP + RRSP)
**Includes: Farmers, Fishermen, Professionals, Salespersons, Business proprietors or partners

Source: Statistics Canada *Perspectives on Labour and Income*, Summer 1999, Vol.11, No.2

Average Income by Sex and Age Group
Canada - 1995

Average Income by Sex and Age Group
Manitoba - 1995

Adapted from Statistics Canada Internet Site (www.statcan.ca/english/census96/may12/t1.htm) 2000-07-11